

## Board approves sign communication policy for staff

Gallaudet's Board of Trustees has approved the proposed sign communication policy for staff employees. The board also approved a revised Administration and Operations Manual.

The two measures were taken Feb. 7 in an executive session during the board's visit to Kendall Green Feb. 5-7.

The sign communication policy states the University's expectations regarding staff employees' sign language skill and defines conditions of employment for staff hired March 1, 1992, and after. Employees hired before that date will not be subject to termination based solely on sign language skills. However, supervisors will consider timely progress toward required levels in awarding merit increases.

The policy is part of the overall Sign Communication Proficiency Program for Staff Employees as stated in the employee handbook distributed in December. Employees have also

received a letter specifying the required levels of signing proficiency for their jobs.

The Department of Sign Communication will be performing initial evaluations for more than 900 staff employees who have not yet been formally evaluated, according to Denise Sullivan, director of human resources.

Volunteers will be scheduled first, said Sullivan, followed by administrators. Employees will then be scheduled by randomly selected departments.

Sign language classes offered this fall will be designed to focus on the needs of staff as shown by the results of the evaluations. Staff will be given release time by their supervisors to attend these classes if they need training, Sullivan said.

Staff employees hired March 1 or after who do not have at least entry-level sign language skills must attend the intensive sign language training

program. These new employees are expected to achieve at least a Novice-level rating in order to report to work full time.

Those who do not achieve the Novice level must immediately repeat the training program. If by the end of the second session the employee is unable to achieve at least a Novice rating, he or she will be considered unable to demonstrate the potential for successful performance at Gallaudet and will be notified of termination during the probationary period.

Employees who satisfactorily complete their probationary period will continue to take classes as needed until the level of sign proficiency designated for their position has been achieved. If an employee is unable to achieve the required level within the established time frame, the supervisor will notify the employee that he or she has one final year to achieve the required level or employment will be terminated.

The revised Administration and Operations Manual contains operating policies approved by the board and the administration.

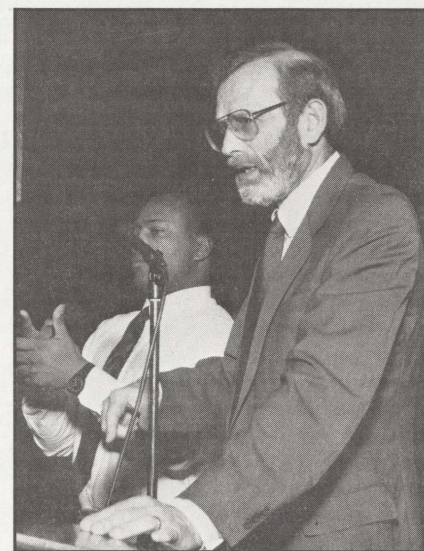
Many of the policies in the new manual were simply updated, while others are new, significantly revised, or have been deleted. A proposed policy revision related to ownership of work was not approved. The 1980 policy on copyrights, patents, and royalties will remain in effect.

Copies of the manual are available for review in budget unit head offices, the Personnel Office, and in the libraries of the University, the Model Secondary School for the Deaf, Kendall Demonstration Elementary School, and the Northwest Campus.

Among actions taken by the board in its open meeting Feb. 7 was the approval of amendments recommended by the University Faculty last fall on guidelines dealing with how personnel actions will be applied relating to faculty rank, promotion, merit increases, and tenure.

Reporting for the Committee on Academic Affairs on a discussion regarding communication at Pre-College Programs, Dr. Carol Padden noted that in 1989 the board went on record recognizing Gallaudet as a bilingual, multicultural institution with no communication barriers.

Padden restated the board's principle of protecting the language rights of all individuals on campus and the University's obligation to be in compliance with public laws and Congressional mandates. She said that it is also the board's role to see that a climate exists on campus where issues can be discussed openly.



Dr. Robert Birnbaum (right) and interpreter John Lewis.

## Shared governance is topic of lecture

Gallaudet University's search for an effective balance between the legal authority of the Board of Trustees and the professional authority of its faculty is one that colleges and universities wrestle with continually, Dr. Robert Birnbaum told Gallaudet's Board of Trustees and invited faculty, staff, and students at a luncheon held Feb. 7 in "Ole Jim."

Birnbaum is a professor of higher education at the University of Maryland at College Park and works with the Center for Higher Education Governance and Leadership there. He also is a former Board of Trustees member for Montclair State College in New Jersey.

Telling the group that no ideal model for university governments exists, Birnbaum discussed the idea of shared governance. In shared governance, the board must give the president the authority to manage the institution. The board must ask questions, emphasize policy, and hold the president accountable, he said. The board also must give the faculty the primary responsibility for curriculum, subject matter, methods of instruction, faculty status, and those aspects of student life related to the educational process.

Trustees and administrators can review and overturn decisions made by the president and faculty, said Birnbaum. "But one sign of a successful and mature system of shared governance is that boards seldom reject faculty advice on educational matters."

His impression of Gallaudet to date, Birnbaum said, is that the University "wants to move away from a more centralized governance system to one

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## Gallaudet, IBM in new partnership

In recognition of IBM's many years of support for Gallaudet, President I. King Jordan declared Jan. 28 "IBM Appreciation Day" during ceremonies at Kendall Green kicking off "Project Common Ground," a new joint venture between Gallaudet and IBM.

"Gallaudet's partnership with IBM has been a long and pleasant one," Dr. Jordan told an audience of IBM executives and Gallaudet faculty and staff at "Ole Jim." "IBM's initiative in its executive loan program and its generosity in donating state-of-the-art hardware and software is an exciting example of how corporations can take the lead in working with institutions of higher learning and benefiting the entire campus community."

Now, in another act of support, IBM has donated and set up three new computer labs to support Project Common Ground, a project in which Gallaudet faculty, staff, and students will conduct tests of "TeamFocus," a set of software computer network tools that enables people to participate in decision making by sending each other written messages via computer network.

TeamFocus software facilitates completion of group tasks, sometimes speeding up the decision process. It enables groups to meet, brainstorm, discuss issues, rank alternatives, perform group writing, and share other tasks through the network.

One of the main goals of the project is to find out how deaf people can best use network software like TeamFocus and other similar software. For example, Gallaudet's experience with electronic mail has

shown that computer networks make communication between hearing and deaf people easier.

"It is hoped that TeamFocus will provide a common ground for deaf and hearing people to work together at Gallaudet and in the business community," Dr. Jordan said.

One of the computer labs has been donated as a grant to the School of Education and Human Services, and the other two are part of a joint project between the Electronic Networks for Interaction (ENFI) Project and the School of Management.

Anyone who wants more information about the project can contact Dr. Trent Batson or John Scully at x5494.



Pat Hollenbeck, manager of IBM's TeamFocus (collaborative solutions) unit and President I. King Jordan cut cake at "IBM Appreciation Day."





On the Green staff writer Randy Gentry mimics a bird for mime master Bill Carwile.

## Mime bridges communication gap

Faculty and staff at Gallaudet's Northwest Campus attended a Feb. 7 workshop on the art of mime to explore a way to effectively communicate with deaf students on campus who do not know American Sign Language and often do not know any other form of sign language or English.

The workshop, which was sponsored by the English Language Institute, was conducted by Bill Carwile, a communications specialist and performing mime from the Pennsylvania School for the Deaf in Philadelphia who once studied under the famous mime master Marcel Marceau.

Carwile said that merely "acting out" a thought or communication is not enough. "Gestures must make sense to be understood," he said. "They cannot violate the actual sense of space and proportion they represent."

To illustrate proper mime technique, Carwile had members of the audience do things such as mime drinking a glass of water or picking a flower. He showed how improper mimicry would lead an observer to conclude that the mimics were spilling water on themselves or poking themselves in the nose.

Carwile demonstrated how medical personnel can graphically act out symptoms, such as stomachaches, vomiting, or headaches, or carefully

mime instructions to the patient, such as taking medicines at certain times or returning for follow-up treatments.

He also showed how mime can be used to give directions, inform someone what kind of food is being served, or encourage participation in group activities.

Carwile was first educated at various oral schools and learned sign language while attending the Virginia School for the Deaf. He studied mime at Montana State University in 1978, and studied with Marceau in France for six months in 1981. He has also worked as a performing artist for the Nebraska Arts Council.

After the workshop, ELI Coordinator Francisco Martinez said, "I was very pleased with the audience's willingness to participate and learn new forms of communication. We hope to sponsor another workshop in the fall and attract even more people, especially security and food service personnel."

## Lecturer stresses trust, sharing ideas

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more reflective of shared authority."

He cautioned the audience that developing a new system is "an inherently slow and messy process." He stressed that the faculty and the board must share ideas regularly and outlined ways that other universities are bringing trustees and faculty together.

"In the long run the structures and regulations that you set up are likely to be of less importance to the quality of governance than the degree of trust and confidence that you all develop in each other," he said.

Birnbaum commended Gallaudet's Task Force on University Policies, established by President I. King Jordan last March, for its work toward shared governance. "The task force's work to date is exceptionally thoughtful, its questions on target, and its recommendations eminently sensible," he told the group. "Its proposals for changes in the board's bylaws, which are the key to the changes that follow, make distinctions between policy and management that to me seem quite appropriate, and would move Gallaudet into the mainstream of current governance practice," he said.

Repeating advice he gave the faculty in a similar lecture two weeks earlier, Birnbaum told the group, "Keep going down the path you have begun, and remember that in shared governance if you don't get there together, you don't get there at all."

## Association of Late-Deafened Adults chapter may form in Washington

Almost 30 late-deafened adults and several hearing friends and spouses met Feb. 6 to form the Washington, D.C., chapter of the Association of Late-Deafened Adults (ALDA). Bill Graham, founder and executive director of ALDA and a member of Gallaudet's Board of Trustees, and Roy Miller, the organization's national president, addressed the group.

ALDA began as a support group for late-deafened adults in Chicago in 1985. "I was going through a terrible time adjusting to my gradual hearing loss," said Graham, "so I began attending a support group and have been in one for four years now." When Graham met three other adults with the same problem, he knew they needed to help each other.

ALDA has evolved into a nationwide organization designed to provide late-deafened adults with needed support and social outlets. The group has held three national conventions and publishes a newsletter.

The organization operates on the foundation of the acronym EARS—Education, Advocacy, Role models, and Support. Graham said that Washington has a prime role model in Gallaudet President I. King Jordan.

Because of this area's proximity to policy-making entities, Graham hopes the Washington chapter will be heavily involved in advocacy for late-deafened adults.

Future goals for ALDA include publishing a national magazine and starting more chapters. Graham hopes to establish an ALDA family training center to help families adjust to and cope with late deafness. Additionally, he hopes to work with Gallaudet in establishing educational and training programs specifically for late-deafened adults who may need to change careers or find other ways to use their current professional abilities.

For more information about the local ALDA chapter, call Gayle Moore, (410) 379-0496 (TDD) or E-mail MGMOORE.

## Announcements

"The Congresswomen," Aristophanes' satirical play about women taking over the ruling power of the city of Athens from their senator husbands, will be presented in Elstad Auditorium this month by the Gallaudet University Theatre Arts Department. The play is directed by Rita Corey. Dates are Feb. 21, 22, 27, 28, and 29 at 8 p.m. and Feb. 23 at 2 p.m. All performances are signed with vocal interpretation. Ticket prices are \$4 for students, including sign language students, and \$6 for others. Full-time Gallaudet students are free with I.D. For reservations, call x5500 (V) or x5502 (TDD).

Dr. Jane Penak, visiting associate

secretary from the American Association of University Professors' (AAUP) national office, will present "AAUP: How a local chapter can promote faculty welfare and shared governance" on Monday, Feb. 24, at 3:30 p.m. in the Ely Center Auditorium. The presentation is sponsored by Gallaudet members and friends of AAUP and by the Gallaudet University Faculty officers.

Chemically Dependent Anonymous (CDA) meetings have begun at the Family Service Foundation Institute on Deafness in Landover Hills, Md. For more information, call Laura Adams, (301) 459-2121 (V) or (301) 731-6141 (TDD).

## Classified Ads

**Classified ads** are printed free for Gallaudet faculty and staff. Ads must be submitted in writing to *On the Green*, MSSD, Room G-37, or E-mail MGMOORE. Off-campus phone numbers must include an area code and whether the number is voice or TDD. Ads may be run two weeks if requested and if space permits. Ads received Feb. 17-21 will be published March 2.

**FOR SALE:** 2 matching loveseats, recliner, and 10-in. G.E. color TV. Call x5694, or E-mail RMMIKOS.

**FOR SALE:** IBM compatible PC, two 5 1/4-in. disk drives, internal modem, and monochrome monitor, \$300. Call Tony, (301) 890-2752 (TDD).

**FOR SALE:** 3-level townhouse w/dining room, 3 BRs, 2 1/2 baths, eat-in kitchen, w/w carpet, many extras, fenced yard w/security light, \$125,000; '87 VW Cabriolet, Wolfsburg edition, black w/white top, white leather seats, can assume loan or pay outright. Call Steve, x5376 or (301) 595-5844.

**FOR SALE:** '90 Toyota Corolla, 4-door, red, auto trans., AC, good cond. Call (301) 552-2110 eves. or weekends.

**FOR RENT:** BR w/bath in 2-BR condo near Catholic U. to nonsmoker, W/D, DW, microwave, private parking, pool, 24-hr. security, no pets, \$475/mo. inc. util. Call Marie, x5007 or (202) 265-4823 (TDD).

**WANTED:** Baltimore train passenger to escort KDES student to/from school everyday, will pay. Call D. Brown, x5031.

**WANTED:** Nonsmoking roommate w/car to share partially furn. BR in 2-BR apartment, 2 baths, den, W/D, AC, microwave, no pets,

5-min. walk to lake and pool, Greenbelt, Md., \$195/mo. incl. util. Call (301) 345-4934, or E-mail 11STAK, 11THEDDING, or 11JFRAMEY.

**FOR SALE:** '85 Honda CRX HF, exc. cond., AC, AM/FM cassette, all receipts, Md. inspected, 40 mpg, 120K mi., \$2,990. Call (301) 236-4863 (V/TDD), leave message.

**FOR SALE:** Quicken Version I for Apple II, never used, \$25; aluminum 15-position fold-away ladder, 12 1/2 ft., used once, 1 yr. old, \$75. Call Virginia, x5150 or E-mail VBSCHEMP.

**WANTED:** Nonsmoking professional or grad. student to share townhouse in Laurel, Md., no pets, \$350/mo. plus util. Call (202) 722-5823 or 722-5825 days.

## Job Openings

**Some of the advertised positions may already be filled.** The list below includes only new staff and faculty openings and does not represent all jobs available. To get a recorded message describing the complete list, call x5358 or x5359 (TDD).

INTERPRETER I: Gallaudet Interpreting

Services

INTERPRETER II: Gallaudet Interpreting

Services

DEAF-BLIND INTERPRETER/SPECIALIST:

Gallaudet Interpreting Services

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